DOCUMENT RESUME

ED 075 004 HE 004 084

TITLE	The Status of Professional Women at the University of Wisconsin: Proposals for Change.
INSTITUTION	Association of Faculty Women, Wisconsin Univ., Madison.
PUB DATE	20 Apr 71
NOTE	14p.
EDRS PRICE	MF-$0.65 HC-$3.29
DESCRIPTORS	College Faculty; *Equal Opportunities (Jobs); Females; *Feminism; *Higher Education; *Sex Discrimination; *Women Professors; Working Women

ABSTRACT

The Association of Faculty Women of the University of Wisconsin has prepared this brochure to present facts about the status of professional women at the university, and recommendations for improving it. The brochure deals with problems in the area of hiring, promotion and salaries. It has been found that a state of inequality exists at the university between men and women. The former include (1) a statistical analysis of the number and ranks of women in the university, by department, as compared to men; and (2) a study of faculty salaries at the University of Wisconsin. There is an urgent need to remedy this situation. Federal law requires that special efforts be made to correct existing inequities. This means that everyone concerned with employment should search more diligently for qualified women, and that until existing inequities have been eliminated, priority must be given to employment and promotion of women over men equally qualified for specific posts in accordance with objective academic criteria. In addition, the right of women students to enter professions of their choice must be matched by a right to equal treatment with men when it comes to employment in the profession. (Author/HS)

FILMED FROM BEST AVAILABLE COPY

ED 075004

THE STATUS OF PROFESSIONAL WOMEN AT THE UNIVERSITY OF WISCONSIN: PROPOSALS FOR CHANGE

April 20, 1971

The Association of Faculty Women

CONTENTS

SECTION		PAGE
I	INTRODUCTION	1
II	PATTERNS OF DISCRIMINATION: a summary of survey data	3
III	CASES OF DISCRIMINATION: abstracts of actual complaints	5
IV	CURRENT EMPLOYMENT PRACTICES AND PROPOSED CHANGES	8

HE004084

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
OFFICE OF EDUCATION
THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL OFFICE OF EDUCATION POSITION OR POLICY.

April 1971

TO: Departmental Chairmen, Madison Campus

FROM: The Association of Faculty Women, University of Wisconsin

The recent memorandum and directive from President Weaver to the Chancellors, transmitted by the college deans to departmental chairmen, has called attention to an urgent need to examine the status of women in academic and professional posts on this campus, and to take action to end any discriminatory practices that may contribute to a depressed status of women in relation to men.

We are encouraged by Chancellor Young's recent appointment of a committee on the status of women, for the Madison campus. We realize, however, that the principal responsibility for the employment practices and standards which affect the status of women lies within the departments, and that vital discussions and decisions on changing the status of women will take place at departmental level.

We would like to have the opportunity to participate in such discussions in your department, bringing to them information, views, and suggestions acquired in our studies of the problem at this and other universities. The enclosed brochure, which is being sent to all members of the Madison faculty, outlines some of the available information about patterns of discrimination against women at U.W., and our proposals for changes to eliminate such patterns of discrimination.

If you can arrange a meeting of your department's interested faculty and graduate students to discuss these issues, we will gladly send one or more of our members to attend. You may contact any one of the members listed below, or return the attached slip with the information indicated.

MEMBERS OF COMMITTEE ON EMPLOYMENT AND SALARIES

MIRIAM ALLMAN Medical Library 1305 Linden Dr. 262-0598	INGRID CAMERINI 1366 Van Hise 262-2090	JEANETTE HARRIES 1106 Van Hise 262-9875	GABRIELE KASS 413 Birge 262-2329
JOYCE PULETTI Radiotherapy Cntr 262-2477	ALICE ROBBIN 4451 Social Science 262-8594	ANN SEIDMAN 310 King Hall 262-3657	SUSAN WEIDEN WHA-TV 3313 Univ. Ave. 263-2121

CC: to all Faculty Members

- -

To ASSOCIATION OF FACULTY WOMEN, 286 Medical Sciences Building

The Department of _____ plans to hold a meeting on _____

at _____ (time, place) to discuss the status of

professional women at this university. Please send your representative(s).

_____

Chairman

I. INTRODUCTION

The Association of Faculty Women of the University of Wisconsin has prepared this brochure to present facts about the status of professional women at this university, and recommendations for improving it. This brochure deals with problems in the area of hiring, promotion and salaries. Subsequent studies and recommendations will deal with other aspects of the status of women at the University.

A state of inequality exists at this university between men and women. Evidence is found in both statistical and case studies. The former (summarized in Section 2) include (1) a statistical analysis of the number and ranks of women in the university, by department, as compared to men; and (2) a study of faculty salaries at the University of Wisconsin. These statistical studies substantiate the findings of the U.S. Department of Health, Education and Welfare that "a pattern of discrimination" against women exists at the University of Wisconsin. Case histories on file with this Association (abstracts from which appear in Section 3) include over twenty specific complaints of unequal treatment in favor of men with comparable qualifications.

There is an urgent need to remedy this situation. Federal law embodied in Executive Order 11246 as amended in Executive Order 11375, requires that special efforts be made to correct existing inequities. This means that everyone concerned with employment should search more diligently for qualified women, and that until existing inequities have been eliminated, priority must be given to employment and promotion of women over men equally qualified for specific posts in accordance with objective academic criteria. Federal laws to insure equal employment opportunities for all express social developments tending to permit fuller opportunity for all citizens to exert their full capacities and exercise freedom of choice in their life roles. The right of women students to enter professions of their choice must be matched by a right to equal treatment with men when it comes to employment in the profession. Professionally trained women must not be used as a cheap labor force.

The causes of existing inequities between men and women are deeply rooted in our society, in attitudes, beliefs, and unconscious assumptions which are not easily accessible to change. Their expression or reflection in employment standards and practices at this university are, however, accessible and amenable to change. We believe that it is possible to formulate a model of employment which will eliminate unfair discrimination against women at every level of employment: recruitment, hiring and firing, promotion, and salary review.

Tokenism is not an adequate remedy for existing inequities, nor is compensatory favoritism appropriate. We propose a reexamination and revision of standards, values, and practices in employment of academic and professional people which will afford greater equality of opportunity for all <u>kinds</u> of people, and a

consequent enrichment of university teaching and research in a more humane atmosphere. Formulation of objective criteria for employment must replace irrelevant "qualifications" such as sex, age, and race, and instead emphasize more objectively than ever the genuinely relevant qualifications of academic preparation, experience, and quantity and quality of research, teaching, and other services. These qualifications should be evidenced not only by publications, but by meaningful, regular evaluations of teaching by both faculty and students, and by records of other valuable services rendered to the institution, the profession, or the community.

An annual review of all hiring, promotion, and salary procedures should be instituted in order to ascertain that equal work has become the accepted norm.

II. PATTERNS OF DISCRIMINATION

A Summary of Survey Data

Excerpts from a News Release by the University of Wisconsin, 3/22/71:

"MADISON, WIS.--The first report on the status of women at the University of Wisconsin covering all campuses indicates that women are not distributed across the academic levels as are their male colleagues, and their mean average salaries--with few exceptions--are lower than the men's.

"The study, prepared by the UW department of planning and analysis for the University Faculty Council, focuses primarily on departments and divisions concerned with instruction. The study was designed solely to gain reliable data on salaries and the distribution of women and not to explore the reasons for differences, the department reported.

"The statistical summaries for each unit reveal that women's mean average salaries for academic positions in the University range from $6 to $5,180 lower than men's, with some exceptions...

"In general, women are concentrated in the lower academic positions throughout the University, according to the study. On the Madison and Milwaukee campuses, the dollar differential between men and women is unfavorable to women, and increases as the academic level increases in both salary and prestige...

"The percentages of women holding instruction-oriented appointments varies widely from unit to unit. Madison campus women hold 4.8 per cent of the professorships, 6.8 per cent of the associate professorships, 11.5 per cent of the assistant professorships, and 50.5 per cent of the instructor appointments. The figures represent 39 women professors, 23 associate professors, 60 assistant professors, and 36 instructors..."

TABLE: Comparison of University of Wisconsin (Madison campus) employment of women faculty with national employment of women faculty (as percentages of total employment)

	Madison Campus		National
	Number of Women Faculty	Women as % of total Faculty	Women as % of total Faculties
Professors	39	4.8	5.47
Associate Professors	23	6.8	10.4
Assistant Professors	60	11.5	14.8
Instructors	36	50.5	30.5

Source: Compiled from News Release, University of Wisconsin, 3/22/71

The Department of Health, Education and Welfare, Office of the Regional Director, issued a summary of findings last year in which it declared that "Employment data reviewed from the University and other sources showed a pattern of discrimination or under utilization of minority group members and women in specific departments and job classifications...It is apparent that the need exists for the University of Wisconsin to identify and to promote minority group members and women employed who have the potential for higher level positions generally and particularly in profesional positions, both academic and managerial positions within the several campuses and their subdivisions...It has been reported and records appear to indicate that a disproportionate part of the miniscule number of black minorities and women employed are concentrated in 'special projects', in specialist job classifications, and in non-tenure status". (Paragraph 13, Summary of Findings & Memoranda of Understanding, Department of Health, Education and Welfare, Region V, 1970.)

The HEW report emphasized the need for action, especially at the departmental level where most hiring takes place, to end this pattern of discrimination. Since that time Health, Education, and Welfare Department representatives have made further investigations and recommended development of a Positive Action Program to achieve this goal in compliance with Executive Order 11246 as amended. The University administration has appointed a part-time woman, Prof. Cyrena Pondrom, and a Committee on the Status of Women to implement such a Program.

III. CASES OF DISCRIMINATION

The following are brief excerpts from case histories of discrimination against women professional employees at the University of Wisconsin. The full information is on file with the Association of University Women.

Two specialists with the same degree, same position, one female, one male, started with about the same salary ($7,800-7,850). After one year, he was given a poor job review by supervisor, she a good review, but his raise was $250 more than hers. After complaints, she was given a raise. He was made supervisor after 1-1/2 years of experience. She was not given a corresponding position in her division although it was vacant.

Assistant professor, female, after many years at University, still receives a salary under $8,000, although the average salary for an assistant professor on the Madison campus is over $13,000.

Promotion to assistant professor denied a woman Ph.D. with five years of service because husband was given tenure at assistant professor level in same department. Vice Chancellor refused to forward recommendation to Division Committee. Department planning appeal to Faculty Council.

Woman Ph.D. for six years on a full-time position. In 1970, an additional one-half position created and given to a man. In 1971, that position eliminated. The woman will have to go and the man gets the full-time position.

Married woman Ph.D. candidate at the dissertation-writing stage denied employment because her husband had been hired by another department.

Male graduate student hired for teaching position after woman with M.A. and some work towards Ph.D. was informed no vacancy existed. The woman's curriculum vita and references were never considered.

Two women Ph.D.'s were hired as instructors for a 2-year period prior to becoming assistant professors. All men Ph.D.s and two men with only M.A.s hired subsequently were given the title assistant professor. Both women received nearly $4,000 less in salary than the next highest paid male. A newly graduated male Ph.D. was hired as assistant professor for $3,400 per year more than the women.

Woman Ph.D. hired as a specialist at a salary of under $8,000. After four years, received $9,000 but no tenure track appointment; supervises graduate students. During same time, three men were hired, one new Ph.D., with a salary of $3,000 more than the woman was making, was brought in to head her division.

Woman Ph.D. with 4 years part-time, 6 years full-time university appointment, 2 books published, 2 more at publication, 20 articles in various journals; hired as lecturer.

Ph.D. from UW hired as lecturer despite experience equivalent to those appointed to assistant professorial rank. She was consequently denied research funds from Graduate School, advising graduate students and sitting on examining committee. Has also been denied attendance at planning committee meetings in her area of teaching and research for the department.

Ph.D. (UW) appointed as research assistant-lecturer for 3-1/2 years, has done research and published results in reputable journals, developed teaching courses on graduate level. Is on a non-tenure track appointment. Salary $1,000 below that of others with similar teaching and experience.

Ph.D. (UW) appointed lecturer-research assistant. When she contested the appointment on the basis of discrimination, she was relieved of teaching responsibilities. Left department for a Federal job, 20 per cent more pay.

In one department of 30 faculty members, no women. Petitions in 1969 and 1970 for recruitment of a woman candidate denied.

Ph.D., 1965, husband and wife. Chairman quoted nepotism, man appointed as assistant professor, woman as project associate. Told her dean would oppose husband and wife in the same college, although in different departments.

Woman professor paid below level of male colleagues in same rank. Left the university.

Two women specialists had lowest salary in department. After protesting in writing to Dean, one of them was raised to average, the other one is still paid less than another non-degreed person on same staff.

Married woman Ph.D. denied assistant professorship voted for by department faculty, forced to accept title of lecturer; later changed to research associate. Only other married woman in department had been assistant professor, reduced to lecturer. Since then two unmarried women have been hired as assistant professors.

Woman, faculty wife, hired as TA, later made lecturer. Twelve years at UW, no tenure, salary now $8,500; alleged kept low because husband full professor.

Woman assistant professor, unit director at UW since 1944. 1956 salary: $6,900 (male predecessor $8,700). Current salary doubled, but still below that of others in same position.

A man and a woman, both MA degrees, hired in the same department. The male paid over $1,000 a year more.

Woman assistant professor informed that she could not have increased salary because it would too closely approach her husband's, thus causing the latter 'psychological insecurity.'

[Note: These cases are presented as of January, 1971.]

IV. CURRENT EMPLOYMENT PRACTICES AND PROPOSED CHANGES

Specific steps need to be taken to correct the existing inequitable employment situation at the University of Wisconsin, in order to attain equal status for women with men. This section examines, point by point, some current employment practices that have contributed to a depressed status for professional women in academic and related positions, and suggests ways in which these practices ought to be changed.

Most important is the need to base all employment practices on objective academic and professional criteria, made public and consistently applied.

The proposed changes call for elimination of the use of non-academic criteria such as age and sex in standards of employment, and for establishment of an open system of hiring, promotion, and salary review, equitably applied throughout the University. What we are proposing will, we hope, develop into a fully articulated program of academic employment at the Universtiy of Wisconsin. Such a program would serve as a model of fair standards and practices throughout the whole educational system. More immediately, it would achieve absolute equality of status for women and men at the University of Wisconsin, so that they would be hired in all departments and in all ranks in accordance with their nationwide availability for such posts.

1. The practice: Failure to hire or promote women to tenured positions on the (often unconscious) assumption that women constitute a problem, or are not really as competent as men, or are more difficult to work with. This attitude may be reinforced by the uncritically accepted but incorrect assumption that women will inevitably leave their employment to fulfill family obligations; or that their leaving for such reasons is somehow less acceptable than a man's leaving his position for another one, or for temporary service outside his profession.

The effect: Qualified women have not been hired at all in many departments, and in other departments, not hired in proportion to their availability or promoted in accordance with their proven abilities.

Proposed change: Objective criteria should be formulated by each department, relating to teaching, publications and other services performed by candidates. These should be used as a basis for employment and promotion and salary increase of qualified candidates regardless of sex. Fair and consistent methods of evaluating the quality of teaching must be established, including students' ratings. Similarly, objective evaluation of publications is needed, which might well include opinions of members of the profession at other institutions. Services to the university, the profession, or the community should be taken into consideration and should be similarly objectified and made public. Written reasons for rejection of candidates should be given to each candidate in all cases.

2. The practice: Lack of open recruitment; the 'old boys club' system of calling a colleague or two to ask for names of suitable candidates.

The effect: Many qualified persons are not considered since they are never given an opportunity to apply for a position.

Proposed change: Open recruitment for all appointments. This should include canvassing as many as possible of the graduate schools where training in the given subject is offered; publication of the opening in journals of the profession and within the University itself. All vacancies should be registered at a central clearing office for the University. The announcement should furnish adequate, objective descriptions of the position and the qualifications desired; if there is some flexibility in the latter, the range of alternatives should be specified. The salary range should be specified and qualifications for each salary level listed. A date for the submission of applications should be given and no hiring done until after that date, and not until there has been bona fide consideration of all applications received.

3. The practice: Limitation of recruiting to prestigious colleges without searching elsewhere for qualified candidates.

The effect: Prestigious colleges (e.g., Harvard Yale, University of Michigan) tend to be male-dominated and male-oriented; limiting recruitment to them automatically discriminates against women.

Proposed change: Until such time as all institutions of higher education are free of discrimination and offer genuinely equal opportunities to all students, recruitment for University of Wisconsin academic appointments should be broadened to reach applicants from every institution of higher education. First consideration will be given to individual qualifications, not to the prestige of the institution from which an applicant comes.

4. The practice: Preferential hiring of younger people with more recently acquired Ph.D.'s at the assistant professor level.

The effect: Qualified women whose careers have been delayed by family obligations find their employment opportunities foreclosed although they may in fact have kept up with developments in the field. The analogy to men's careers interrupted by military service, administrative, or extra-academic work is obvious.

Proposed change: Age, like marital status, should be considered irrelevant as a criterion for employment and a statement should be published in all job announcements that this information be withheld from curricula vitae.

5. The practice: Refusal to hire University of Wisconsin graduates and post doctoral fellows (the anti-inbreeding convention) practiced in many departments.

The effect: Women who make their residence in Madison and who are not mobile for one reason or another but who have received their degree or post-doctorate education at the University of Wisconsin are disqualified from employment at their appropriate rank.

Proposed change: The only criteria for employment should be the objective criteria set forth by each department. The qualifications of the individual are the only relevant data to be considered.

6. The practice: Recruiting for underspecified positions, i.e., allowing the available applicants' qualifications to determine at least in part the job requirements.

The effect: While this is useful in that it allows flexibility as to academic qualifications, it is subject to abuse as it allows applicants to be rejected for not meeting hidden specifications which may actually only come into existence after a desire to reject a given candidate arises.

Proposed change: Hiring practices must be such that prejudice has no room to hide. Announcements of positions should fully specify the qualifications required and all acceptable alternatives.

7. The practice: Rehiring professionally trained people under the payroll category known as "other professional, scientific and specialist academic staff" (OPSS) on a short-term contractual basis at the same level, without considering them for promotion.

The effect: Qualified persons may remain for years on the fringe of department, unable to participate in planning, student advising and in the case of research associates, teaching, while new tenure-track people are brought in above them. The high proportion of women in these categories speaks for itself.

Those supported by "soft money" (grants) are often shunted from position to position without either security or opportunity to progress independently in their field.

Proposed change: People hired for non-tenure-track limited periods, whether on soft money or hard, should automatically be considered for promotion to tenure-track positions at the end of the contract period. They should be promoted if they meet the department's previously stated objective criteria and if they desire promotion. Anyone who so desires could retain a non-tenure-track position; but the department will be obliged first to consider them for promotion and must show good cause for failure to promote. To insure frequent review, contracts for these categories should not exceed two years.

This proposed hiring change, to give priority for promotion to OPSS personnel, may be reconciled to fluctuations in available "soft" funds with which persons in this category are frequently hired. A contingency fund should be established as several large universities have already done. A vested fund should be incorporated in each department budget, based on the percentage of soft money being utilized in that department. The contingency fund should be supported by the State. It would operate like an insurance fund, drawing interest and becoming available to finance tenured faculty salaries in the event that "soft" money for projects and programs is curtailed.

8. The practice: Offering smaller starting salaries or granting smaller less frequent increases to women, on the (often unconscious) invalid assumption that they have less need of a full salary than does a man, because they are actual or potential dependents of men; switching of personnel from one category to another without appropriate salary adjustments.

The effect: Women' average salaries are not now commensurate with men's within the same rank or position even though the amount and quality of work done is the same or even greater.

Proposed change: Equitable salary schedules should be developed within each department or other hiring unit indicating the minimum pay within each rank (lecturer, instructor, assistant professor, etc.), each activity (administration, teaching, research), and each time category (full, part-time), including all combinations and permutations of these categories. Shifts from part-time to full time responsibilities, from research to teaching or administration, from 3/4 research - 1/4 teaching to 1/4 research - 3/4 teaching, must be justly compensated for. The University should pay for the work load from state or grant funds.

Salaries should be comparable to those offered by other institutions with which the University of Wisconsin is competing for top quality professional personnel; and should adequately pay for all services rendered, whether by a woman or a man. Therefore, funds should be provided in the annual operating budget to correct inequities in compensation. Monies designated for other purposes such as merit raises, should not, however, be depleted to eliminate salary discrimination, since this would tend to reduce the quality of education. Instead a special contingency fund should be allocated for "catch-up" purposes and should be a first priority matter in the designation of monies in upcoming budgets until all inequities are corrected.

9. The practice: Reluctance to hire spouses in the same or related departments at levels commensurate with the individuals' skills (the anti-nepotism convention).

The effect: The man is hired to a tenure track position. The woman may not be hired or may be demoted or required to find employment elsewhere. If she is hired it is almost always at a lower rank and at a level not consonant with her own qualifications. In some cases, this has resulted in the couple leaving the University, or not coming at all, thus depriving it of well-qualified teachers and researchers.

Proposed change: The UW administration has explicitly revoked (January, 1971) the 'nepotism rule' but the consequences of past practices remain and the attitudes which fostered it are likely to persist. A positive step in the opposite direction is needed. In the general review of the status of women at the University, special attention should be given to eliminating inequities which may have been imposed by the nepotism rule in the past. Open recruitment with objective criteria and written statements of reasons for rejection given to candidates would tend to counteract the tendency to pursue anti-nepotism practices in the future. Special attention might be given to husband-wife teams, recognizing the value to the University of this kind of association. Consideration might also be given to such policies as providing split appointments for such teams: if only one appointment were available, both could be hired at the same rank, as half-time holders of a joint appointment.

10. The practice: Hiring and promoting of legal faculty in some departments to full-time posts only.

The effect: Many qualified persons, men as well as women, can only ac-

cept part-time appointments at certain stages of their careers because of family obligations, health, community service or other reasons. This may be particularly true of women with very young children. These persons are then excluded from tenure and associated rights and duties, including the possibility of advising students as well as participating in decision-making in the department.

Proposed change: Qualified women and men should be considered for part-time tenure or tenure-track positions on the basis of the same criteria as for full-time employment with proportional pay, benefits and responsibilities and a voice in university affairs.

11. The practice: Hiring, promotion and salary decisions are usually made in camera by the respective committees or by the departments' legal faculty.

The effect: Allows non-academic reasons to enter in such decisions, permitting the unconscious introduction of unfair discrimination.

Proposed change: All hiring and firing decisions should be made public by holding hearings when a prospective candidate is being considered. Such hearings should be open to faculty and students.

12. The practice: Failure to provide an opportunity for department members to request promotion or salary increases.

The effect: Some people, and especially women, are never considered for promition or salary increase.

Proposed change: Individuals should be allowed to present their credentials for promotion or salary increase at their discretion, when they believe that they have either met the objective criteria previously established by the department or when they can give evidence of achievements which might properly be included as qualification for advancement. The presentation of such credentials would be made public in open hearings. This approach to promotion and salary review is not without precedent within the academic context. The doctoral candidate presents and defends his thesis publicly. In many European universities, professorial candidates may present a further, more advanced thesis for the advanced degree of Habilitation Doctorate. In some departments, applicants for positions present a seminar to faculty and students. In hiring, outside references are accepted.

13. The practice: Hiring and promotion committees are usually comprised of either senior faculty or tenure track faculty in a department.

The effect: Since women are predominantly in the lower ranks of the University and since many are not in tenure track positions at this time, hiring, promotion and salary committees are usually made up only of male members who might uncritically continue those practices which would tend to maintain the status quo.

Proposed change: All hiring, promotion and salary committees should have women on them and all decisions of the committee should be made available to the proposed central clearing house and to all members of the department, including students.